Assessment Plan
B.S. Management Program
June 2013

Graduates of our program will:

1. demonstrate competencies in problem solving, as indicated by their ability to
   (1) Effectively carries out all steps of decision-making process
   (2) Applies management principles throughout process
   (3) Recognizes and thoughtfully considers ethical implications when making
       management decisions

2. demonstrate competencies in relationship building, as indicated by their ability to
   (1) participate actively in team projects and positively influence team outcomes
   (2) proactively manage interpersonal conflict
   (3) build effective relationships with peers, mentors and business partners and
   (4) leverage diversity in backgrounds and perspectives.

3. demonstrate competencies in communication, as indicated by their ability to
   (1) write professionally and produce professional business documents
   (2) deliver professional presentations
   (3) communicate with impact and
   (4) seek and utilize feedback for improvement.

4. demonstrate prepared professional competencies (professional development) as
   indicated by their ability to
   (1) develop and act upon a long-term career vision
   (2) understand and leverage personal strengths
   (3) understand and overcome personal weaknesses
   (4) actively seek out opportunities to build professional expertise and
   (5) demonstrate professionalism in interactions with others

The following chart lists the methods to be used, as well as a description of each method, a
timeline for implementation, the person responsible, and the objectives each method addresses.
2. Explanation of Methods

<table>
<thead>
<tr>
<th>Methods</th>
<th>Description/Target</th>
<th>Timeline</th>
<th>Person Responsible</th>
<th>Objective(s) Addresse(d)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Evaluation of Course-embedded tests/papers</td>
<td>Evaluation of work by faculty will be used to evaluate students’ skills related to specific learning outcomes. Target: 85% of students will be rated “satisfactory” or higher.</td>
<td>Annually</td>
<td>Revolving faculty members; results reviewed by Department Curriculum Committee</td>
<td>1,3</td>
</tr>
<tr>
<td>Practitioner Feedback</td>
<td>Evaluation of work by practitioners (via mock interviews and assessments of oral presentations) will be used to assess student achievement of learning outcomes. Target: 85% of students will “meet” or “exceed” expectations.</td>
<td>Annually</td>
<td>Revolving faculty members; results reviewed by Department Curriculum Committee</td>
<td>3</td>
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<tr>
<td>Alumni Survey</td>
<td>In addition to the university alumni survey, alumni from the program will be asked more specific questions about what they learned at NIU and how well their learning prepared them for their careers. Target: 85% of graduates will rate the enhancement of skills as satisfactory or higher.</td>
<td>One-year after graduation</td>
<td>Department Chair; results reviewed by Department Curriculum Committee</td>
<td>1,2,3,4</td>
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<tr>
<td>Internship Performance</td>
<td>Evaluations from intern supervisor will be used to assess student achievement of learning outcomes. Target: 85% of students will be rated as “satisfactory” (3) or better.</td>
<td>Each semester, at conclusion of internship; results evaluated each fall Every five years</td>
<td>Internship Coordinator; results reviewed by Department Curriculum Committee</td>
<td>1,2,3</td>
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<tr>
<td>Advisory Council</td>
<td>Alumni, employers and other professionals on the Advisory Council will review and discuss the curriculum and</td>
<td></td>
<td>Department Chair</td>
<td>1,2,3,4</td>
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</table>
data on student achievement to review curriculum effectiveness and how the curriculum prepares graduates to meet marketplace demands and make suggestions for curricular and program improvements.

**Outcomes-by-Methods.** The following table shows which outcomes are addressed by each method of assessment.

<table>
<thead>
<tr>
<th></th>
<th>Course-embedded</th>
<th>Practitioner Feedback</th>
<th>Internship Performance</th>
<th>Alumni Survey</th>
<th>Advisory Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem-solving</td>
<td>X</td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Relationship building</td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Communication</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Prepared professional</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td>X</td>
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